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## Upcoming Events:

### Compensation Challenges in the Oil & Gas Industry WORKSHOP

**Oct. 28, 1:30 - 3:30pm**  
Cajundome Convention Ctr.

### LAGCOE Career Fair

**Oct. 29, 9am - 2pm**  
For More info-  
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337-235-4055



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## Employers, Would You Like to Slash Labor & Training Costs as much as 90% ?

- ▶ You can train eligible individuals your own way to meet your company needs
- ▶ Minimal paperwork required to implement the program
- ▶ Allows flexibility in hiring and training employees

Through the **Job Driven - National Emergency Grant (JD NEG)**, you can save up to **\$4000** per employee hired. Contact a Business & Career Solutions Center near you.



## Businesses On the Horizon

**CGI** has selected the University of Louisiana at Lafayette's Research Park for the establishment of a technology center that will create **400 direct jobs**. CGI will develop complex business and IT solutions for clients. Louisiana Economic Development (LED) estimates the project will result in an additional 405 new indirect jobs, for a total of more than 800 new permanent jobs in Acadiana.

**Enquero Inc.** has chosen Lafayette for its first Agile Delivery Center™, a high-performance technology center providing enterprise software products and services to commercial clients. The company will create **350 new direct jobs** with an average salary of \$64,300 per year, plus benefits. LED estimates the project will result in 354 new indirect jobs, for a total of more than 700 new jobs in the Acadiana Region and surrounding area.

**Perficient Inc.** will establish a software development center in Lafayette, creating **245 new direct jobs** averaging \$60,000 per year, plus benefits. Perficient Inc. is a leading information technology and management consulting firm serving Global 2000® and other large enterprise customers throughout North America. LED estimates the project will result in 248 new indirect jobs, for a total of nearly 500 new jobs in the Acadiana Region.



**Whole Foods Market** is now open in Lafayette. Louisiana native and general manager John "Johnny" Veillon says the company is looking for local products and urge producers and growers interested in being on their shelves to email them at [louisianalocal@wholefoods.com](mailto:louisianalocal@wholefoods.com).

For More Information  
Visit:

[www.laworks.net](http://www.laworks.net)

La Workforce Commission

[www.wib40.org](http://www.wib40.org)

Workforce Investment Board  
#40

[www.lafayettela.gov](http://www.lafayettela.gov)

Lafayette Workforce  
Investment Board #41

[www.lafayettela.gov](http://www.lafayettela.gov)

Lafayette Business & Career  
Solutions Center

[www.acadianaworks.org](http://www.acadianaworks.org)

Acadiana Works, Inc.

Find us on Facebook:

[www.facebook.com/lbcsc](http://www.facebook.com/lbcsc)

Lafayette Business and  
Career Solutions Center

[www.facebook.com/KYTE](http://www.facebook.com/KYTE)

KYTE Program for Youth

Acadiana's  
—Unemployment Rate—  
August 2014

Acadia - 6.0  
Evangeline - 7.3  
Iberia - 5.8  
Lafayette - 4.9  
St. Landry - 6.6  
St. Martin - 5.7  
St. Mary - 6.8  
Vermilion - 5.8



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## Videos on Demand

The Lafayette Parish School System (LPSS) has partnered with the Lafayette Workforce Investment Board and Lafayette Economic Development Authority (LEDA) to develop career videos for middle school students. This partnership is one component of the "Comprehensive Career Plan" which was created by the district to assist students in acquiring the skills to make informed and career academic decisions.

The cohorts of this partnership determined the top 20 demand occupations for the Acadiana region and contacted local employers for each occupation for the purpose of developing 3 to 5 minute videos. The focus is on *high demand, high wage jobs* and provides information tailored towards middle school students.

Follow up to these videos will include organized career units and job shadowing opportunities. The entire project will be made available to the public in November and the videos will be placed on the Lafayette Parish School System website. The videos are being produced by Marc Goldstein with Creative Video Productions.



## DANOS Job Fair

The St. Mary Business and Career Solutions Center staff assisted oil field services & construction company Danos with a job fair September 10. Recruiting for its new

fabrication facility in Amelia, **over 450 jobseekers** were in attendance. Danos has been a strategic partner to the oil and gas industry for over 60 years.



## ASHRM's Annual HR Conference & Expo

ASHRM held another successful Human Resource Conference & Expo on September 9 with over **250** HR professionals and **30** exhibitors in attendance. In addition to hearing dynamic speakers, the attendees had the opportunity to network with professionals from the Acadiana region. If you missed this conference, please visit [ASHRM](http://www.ashrm.org) for a list of upcoming events!

On another note, **Gena Champagne**, past president of ASHRM, attended the 2014 Louisiana Workforce Commission Conference and participated in an employer panel. Region IV's Workforce Investment Boards and staff would like to thank Gena for providing valuable workforce input from an employer's perspective. She encouraged all workforce investment boards to reach out to their local Society for Human Resource Management in order to create relationships and partnerships like the ones that exist here in Acadiana.



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## Have you been thinking about where your FUTURE WORKFORCE will come from?

Career Connections is a great opportunity for you to engage youth by showcasing your business and your industry. Provide your future workforce with information about occupations in-demand with your company. For more info contact **Debbie** at **257-1886**.

## Contact Us

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900 Youngs Rd.  
Morgan City, LA  
(855) 380-2448  
Fax/TDD: (855) 380-2454


### Vermilion

1301 Clover St.  
Abbeville, LA  
(337) 893-1986  
Fax/TDD: (337) 893-1868

## Hot Topics for Employers

### Labor Law Seminar: Who's the Boss?

 Find out "Who's the Boss?" with presenter *Rob Roux* who has served as an attorney for the LWC for more than 22 years. Rob is a member of the LWC Policy Team concentrating on all state and federal workforce development matters, including the drafting of agency policies, state legislation and state regulations.

 Learn about I-9 and E-Verify Compliance from presenter *Tala Voosoghi*, immigration attorney at Elmore Griffin. Her immigration experience includes employment visas, family visas, employment-based green cards applications for employment authorization, replacement and renewal of green cards, deportation/removal hearings, naturalization and more.

 Want to hear information about the latest federal grant that can mean a savings for your business? *Missy Grimmett*, Industry Coordinator with the LWC, will share opportunities for your business to save time and money. Missy has worked with job training and workforce development for the past 28 years.

For more info contact **Barbara Prejean** at **(337) 262-1136** or [bprejean@lwc.la.gov](mailto:bprejean@lwc.la.gov).

For a registration form, go to [Register Today](#).

### Keeping Employers

### In the Know

## Pregnancy & FMLA

The rights of pregnant employees are covered under both federal and state law. Under Louisiana's Pregnancy Discrimination Law (LPDL), R.S. 23:341-342, it is *illegal* for an employer of **over 25** employees to discriminate against an employee in compensation or in terms, conditions, or privileges of employment, because of the employee's pregnancy, childbirth, or related medical condition. Unlike the federal FMLA law, Louisiana does not have any requirement that an employee be employed for a certain period of time to qualify for the protection of our state pregnancy discrimination law. The pregnant employee is protected the day that she is hired.

Employers who have **fewer than 25** employees have no legal obligation to offer an employee a specific amount of pregnancy leave.

A copy of this law can be obtained from the following Louisiana Legislature's website links: [Pregnancy Legislation 1](#) & [Pregnancy Legislation 2](#).

Additionally, an employer may not refuse to reasonably accommodate a pregnant employee who, due to the advice of her physician, requests a less strenuous position for the duration of the pregnancy.

A link to the EEOC guide on pregnancy discrimination can be found at: [Pregnancy Guidance](#).

*The Louisiana Workforce Commission is not engaged in rendering legal, accounting, or other professional services or advice. This information is for basic informational purposes only and is not intended as a substitute for legal advice of any kind.*

